
SENATE BILL 5021

State of Washington 60th Legislature 2007 Regular Session

By Senators Jacobsen, McCaslin, Poulsen, Delvin, Franklin,
Rockefeller and Murray

Read first time 01/08/2007. Referred to Committee on Labor,
Commerce, Research & Development.

1 AN ACT Relating to faculty salary increments for community and
2 technical colleges; adding new sections to chapter 28B.50 RCW; and
3 creating a new section.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** The legislature finds that the community and
6 technical colleges offer quality, cost-effective instructional programs
7 to the citizens of the state. The legislature also finds that an
8 experienced, educated faculty, up-to-date in respective disciplines and
9 effective teaching techniques is vital to the quality of instruction.
10 The legislature further finds that a system of compensation for all
11 academic employees that recognizes experience, education, and
12 continuing professional development will foster quality teaching
13 throughout the faculty ranks. It is the intent of the legislature that
14 state appropriations be adjusted to an amount which, together with
15 faculty turnover savings, provides for a fair and equitable funding of
16 faculty salary increments for both part-time and full-time faculty.

17 NEW SECTION. **Sec. 2.** A new section is added to chapter 28B.50 RCW
18 to read as follows:

1 (1) Community and technical college boards of trustees shall award
2 faculty salary increments based on local agreements developed under
3 chapter 28B.52 RCW. Each biennium, the state board for community and
4 technical colleges shall submit in its biennial budget request an
5 amount of funds, which together with faculty turnover savings, is
6 sufficient to cover the projected costs of increments for the community
7 and technical college system. It is the intent of the legislature that
8 the annual cost of salary increments under this subsection, exclusive
9 of turnover savings, should be funded by legislative appropriation, not
10 to exceed three percent of the faculty salary base in any biennium.
11 For the 2007-2009 biennium, the appropriation for increments shall be
12 one and six-tenths of one percent of either the full-time or part-time
13 faculty salary base, whichever is higher, with fifty percent of the
14 appropriation being shared with the part-time faculty and fifty percent
15 with the full-time faculty. Upon receipt of a line item appropriation
16 from the legislature, the state board for community and technical
17 colleges shall distribute the funds to the college districts in a fair
18 and equitable manner. Allocation from the state board for community
19 and technical colleges shall recognize turnover savings.

20 (2) The state board for community and technical colleges shall
21 convene a task force comprised of representatives from the state board,
22 the presidents' organization, the trustees' organization, the
23 faculties' organization as defined by RCW 28B.52.020(7), as well as the
24 Washington part-time faculty association, to advise the state board on
25 guidelines for the fair and equitable distribution of increment funds
26 to both part-time and full-time faculty. The task force shall report
27 to the legislature by June 30, 2008.

28 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.50 RCW
29 to read as follows:

30 (1) The community and technical college boards of trustees shall
31 use the collective bargaining process to develop local agreements for
32 the awarding of part-time faculty increments using the principles in
33 this subsection.

34 (a) Part-time faculty salary increments shall be equitable and
35 comparable to full-time salary schedules. Colleges are encouraged to
36 allot increments in a manner so as to decrease the disparity between

1 part-time and full-time faculty pay; in no case may part-time faculty
2 increments contribute to an increase in the disparity between part-time
3 and full-time salaries.

4 (b) When a part-time faculty member is first hired, his or her
5 prior teaching experience shall be counted in placing him or her at the
6 appropriate increment step.

7 (c) Experience gained by part-time faculty at other institutions of
8 higher learning, including other community and technical colleges,
9 shall be counted toward moving up the increment scale.

10 (d) Current part-time faculty shall be placed on any new increment
11 scale according to prior experience, and in no case may they receive a
12 lower salary rate than their current one.

13 (e) The number of part-time incremental steps should be comparable
14 to the number of full-time incremental steps, so as to ensure that
15 long-term part-time faculty remain eligible for moving up the increment
16 scale.

17 (2) The college board shall develop a formula for calculating
18 annual part-time faculty turnover savings, which shall be distributed
19 to the part-time faculty via their increment schedules, in addition to
20 any legislative appropriation.

21 (3) If local part-time faculty increment scales include a service
22 component, then the college shall provide equal access for the part-
23 time faculty in their efforts to attain service credits, engage in
24 professional development, and keep up with their disciplines through
25 continuing education. If necessary, the colleges shall develop
26 policies to support part-time faculty in these endeavors, including the
27 granting of professional leave.

28 (4) The colleges shall have their part-time salary increment scales
29 in place by June 30, 2008, and salary increments and turnover savings
30 shall be awarded to part-time faculty retroactive to the beginning of
31 fall quarter 2007.

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